

Staff Council Officer's Report

February 2023

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On February 1, 2023, Jon, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President and Trenten Klingerman, VP for Legal Affairs & General Counsel

- We continued the conversation on Staff Council engagement with the Board of Trustees (BoT). Ron Lumbra, BoT Chair, will be invited to attend and speak at a future Staff Council meeting. Scheduling has yet to be discussed with Ron, but he is very willing to attend (Side note, Alan spoke with Ron at the BoT on 2/10 and mentioned we are looking forward to his attending, he expressed his enthusiasm then on doing so)
- Filling the continued open coordinator position in the Staff Council office was discussed. Trent asked for information and more details on the process to date.
- Continued the topic of recognition and retention. Trent sees many possibilities in the proposal. Trent mentioned a few examples he was used to at Purdue. Will move on working with Kelly O'Malley on additional recognitions. Trent expressed his desire to be as engaged with Staff Council as much or as little as Staff Council desires.
- The Casino trip to upstate New York was discussed to be sure there were no concerns or issues. The thumbs up was given to continue with the trip and offer.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On February 14, 2023, Jon, Katherine and Alan met with Trenten Klingerman, VP for Legal Affairs & General Counsel, Caitlyn Sisler, Andrea Mast, Peter Blackmer. The discussion included:

- Andrea gave a high-level overview of the Career Path Development project and where they currently are in the process. The steering committee meets at least monthly with Mercer (The consultant being partnered with on the project) a question regarding advancement/level change path for staff...there is still work to be done to understand how this will play out. Question regarding staff in departments whose levels have topped out and supporting those that wish to continue to grow...Paths to be looked at and developed for lateral as well as upward movement. Position Descriptions will be developed to describe the body of work required rather than to fit an individual person as has been done so much in the past. Andrea is currently working on re-categorization/mapping with senior managers engaged in areas Andrea may not be as solid with. Most communication regarding this project will be via in-person meetings but will identify additional communications needs as required.

- We discussed the move to Kronos for Non-Exempt staff. Kronos does a much better job in compliance than PeopleSoft (Fair Labor Standards Act), this being the primary reason for the move. Kronos will be much more transparent in its tracking and better for supervisors & managers to process. There will be training available for staff and leaders on the process. It will be released in increments and not all at once. Kronos is already in use on campus, mostly in the custodial and facilities areas. The communication of the process will be examined as well to improve effectiveness.
- HRS minor reorganization and completion is close to being finally fleshed out. PD&T redux is a bit tricky right now from a budget perspective and needs further review.
- Other business included the next round of the HERS-Women In Higher Education nominations reach out to take place. It was reinforced that 99% of all HRS communication will be done via InsideUVM newsletter.